

CHILD SAFE COMMITMENT and POLICY

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Our Commitment

Youth, Family and Community Connections Inc. (YFCC) is committed to the safety of children and young people (herein referred to as children)..

We comply with the National Principles for Child Safe Organisations and the Tasmanian Child and Youth Safe Organisations Framework.

We want children to be safe, happy and empowered.

We support and respect all children, as well as our workers.

We are committed to the safety, participation, choice and empowerment of all children.

We are committed to listening to children and providing a trauma informed approach (calm, supportive, respectful and sensitive and not doing or saying anything that may create further trauma).

We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures.

We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we follow rigorously.

Our organisation is committed to preventing child abuse identifying risks early and removing and reducing these risks.

We are committed to the cultural safety of Aboriginal children and children from culturally and/or linguistically diverse backgrounds, and to providing a safe environment for LGBTQI children and children with a disability.

Our organisation has robust human resources and recruitment practices for all staff and volunteers.

All YFCC Board Members and workers have Working With Vulnerable People registration.

Our organisation is committed to regularly training and educating our workers on child abuse risks.

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We have specific policies, procedures and training in place that support our workers to achieve these commitments.

Purpose

In keeping with our Commitment, the following policy outlines minimum standards and guidelines for the YFCC Board of Governance and workers in their interactions with children.

The Child Safe Commitment and Policy directly relates to and should be read in conjunction with the YFCC Child Safe Code of Conduct.

Scope

This policy and associated procedural guidelines applies to the Board of Governance and all workers (volunteers, students, interns and paid workers). Workers also includes contractors, subcontractors and consultants. As a condition of employment, all workers are required to abide by its terms when they are engaged in YFCC activities.

Leaders include all Board of Governance Members, Managers, Team Leaders, Coordinators and Clinical Supervisors.

Definitions

Child: A person under the age of 18 (unless otherwise specified in relevant legislation).

Child abuse: *“All forms of physical and/or emotional ill-treatment, sexual abuse, neglect or negligent treatment or commercial or other exploitation, resulting in actual or potential harm to the child's health, survival, development or dignity in the context of a relationship of responsibility, trust or power¹”*

Grooming: Acts with the aim of befriending, building rapport and gaining the trust of a child for the purpose of normalising sexually harmful behaviour towards, or allowing the person to engage in an unlawful act, sexual offence or sexual misconduct against the child.

Signs of grooming include isolating a child from their peers to spend time alone, patterns of manipulative or controlling behaviour in relation to the child or the child's family, guardians or friends, such as the giving gifts, taking children away on trips, or providing special attention or asking a child not to tell anyone about their behaviour. .

Online grooming: Establishing a relationship with a child or young person online with the aim of meeting him/her in person for sexual activity. This can include online chat or sexting, and the abuser may lie about their age or identity.

Emotional or Psychological Harm: Any act which causes significant detrimental effect on a child's psychological or emotional wellbeing.

¹ World Health Organization (2016), *Child abuse and neglect by parents and other caregivers*.

Examples of significant emotional or psychological harm include:

- direct and indirect exposure to domestic and family violence
- verbal abuse, such as telling a child they are worthless
- humiliating a child in front of their peers

Neglect: The deliberate or reckless failure to meet the basic needs of the child.

There are several types of neglectful behaviour. These include:

- supervisory neglect: for example, leaving a child in a hot car
- physical neglect: a child being extremely dirty and suffering a skin condition as a result of poor hygiene
- educational neglect: preventing a child from attending school for no valid reason
- emotional neglect: rejecting a child from a family, home, school or other situation for no valid reason.

Physical violence: The intentional or reckless application of physical force to a person without lawful justification or excuse or any act which intentionally or recklessly causes a person to apprehend immediate and unlawful violence to the person.

Examples of actual physical violence include hitting, punching, pushing, kicking and spitting.

Examples of apprehending physical violence include words or actions which indicate that physical violence will occur to the child in the future

Sexual offence and sexual misconduct:

Sexual offences include:

- bestiality (given this often co-occurs with sexual abuse of people)
- penetrative sexual abuse of child or young person
- person permitting penetrative sexual abuse of child or young person on premises
- persistent sexual abuse of child or young person
- indecent act with child or young person
- procuring child or young person for sexual abuse
- communications with intent to procure child or young person
- penetrative sexual abuse of person with mental impairment
- indecent assault
- procuring a person for penetrative sexual abuse by threats or fraud
- involving person under 18 years in production of child exploitation material
- production of child exploitation material
- distribution of child exploitation material
- possession of child exploitation material
- accessing child exploitation material
- incest
- indecency
- rape

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- inciting to commit crimes
- attempts to commit crimes
- accessories after the fact
- wilfully and obscenely expose one's person in public

When performed in a sexual manner or with a sexual intention, sexual misconduct includes:

- inappropriate behaviour
- physical contact
- voyeurism (which means watching someone or others)
- speech or other communication, including electronic communication.

Sexual misconduct is conduct that doesn't meet the acceptable standard of behaviour by a worker and is committed in a sexual manner or with sexual intention.

Sexual misconduct may occur in a variety of settings, including in person communication and online communication.

Examples of sexual misconduct include inappropriate comments to a child about an area of their body in a sexual manner and inappropriate touching of a child. Another example would be intentionally showing a sexually explicit movie to a child for sexual gratification

Sexual abuse: Occurs when an adult or another child or young person uses power and authority to involve a child in sexual activity, and can be physical, verbal or emotional.

Significant: in relation to emotional or psychological harm or neglect means that the harm or neglect is more than trivial or insignificant but is not required to be deemed serious or deemed to have lasting or permanent effect.

Relevant Offence: This includes a sexual offence or an offence under s 105A (failing to report the abuse of a child); 178A (female genital mutilation), or under sections 298, 299 or 300 (inciting, attempting or being an accessory to these offences) of the Criminal Code (Tas).

Reasonable grounds for belief: *“A belief based on reasonable grounds (see below) that child abuse has occurred when all known considerations or facts relevant to the formation of a belief are taken into account and these are objectively assessed. Circumstances or considerations may include the source of the allegation and how it was communicated, the nature of and details of the allegation, and whether there are any other related matters known regarding the alleged perpetrator.”*

A reasonable belief is formed if a reasonable person believes that:

the child is in need of protection,

the child has suffered or is likely to suffer “significant harm as a result of physical injury,” or

the parents are unable or unwilling to protect the child.

A 'reasonable belief' or a 'belief on reasonable grounds' is not the same as having proof but is more than mere rumour or speculation.

A 'reasonable belief' is formed if a reasonable person in the same position would have formed the belief on the same grounds²."

Policy statement

This policy is intended to empower children who are vital and active participants in our organisation. We involve them when making decisions, especially about matters that directly affect them. We listen to their views and respect what they have to say.

Young people were involved in the development of this policy.

We promote diversity and inclusion in our organisation, and people from all walks of life and cultural backgrounds are welcome. In particular, we:

- promote the cultural safety, participation and empowerment of Aboriginal children
- promote the cultural safety, participation and empowerment of children from culturally and/or linguistically diverse backgrounds
- ensure that children who identify as LGBTQI are safe and can participate equally.
- ensure that children with a disability are safe and can participate equally.

This policy also guides our Board of Governance and workers on how to behave with children in our organisation.

All Board of Governance Members and workers must agree to abide by the Child Safe Code of Conduct which specifies the standards of conduct required when working with children. All Board of Governance Members and workers, as well as children and their families, are given the opportunity to contribute to the development of the code of conduct.

Procedures

Roles and responsibilities of governing body, staff and volunteers

All Board of Governance Members and workers must sign and act in accordance with the YFCC Child Safe Code of Conduct as part of their induction into the organisation, and continue to commit to keeping children safe within the organisation and act in their best interests at all times.

Board of Governance

The Board of Governance has ultimate responsibility for policies and procedures to be in place that are appropriate for the size and type of services provided, and for ensuring that all workers abide by these to prevent and respond to child abuse. They must also be aware of their legal liability for failure to disclose abuse or failure to reasonably protect based on known risks.

Management

² Our Community (2018) *Child Protection Policy*

<https://www.communitydirectors.com.au/files/policybank/ChildProtectionPolicy2018-02.doc>

Management must be aware of all mandatory and voluntary reporting obligations which apply in the jurisdiction in which YFCC operates and ensure that all workers are made aware of the obligations that apply to them. Management is also responsible for being aware of and managing any risks to children and facilitating internal and/or external reporting by any workers.

Workers

Workers have a responsibility to act in accordance with the Child Safe Code of Conduct and be aware of and comply with their obligations relating to reporting concerns, allegations and incidents of child abuse, including internal and external reporting.

Staff Recruitment, Supervision and Training

Advertising a position

When advertising a position that is child-related, the YFCC Statement of Commitment to child safety will be included in the advertisement. The position description will include the duty of care obligations of workers and the requirement to provide a National Police check and Working with Vulnerable People registration during the recruitment process.

Worker recruitment

Shortlisted applicants for all positions within the organisation will be screened and required to provide a National Police check, Working with Vulnerable People Registration, a copy of their credentials/qualifications and a minimum of two reference checks. Reference checks should be with direct supervisors or managers who can attest to the applicant's behaviour and attitudes around children.

Google searches and social media checks may also be used to determine the character of potential workers and identify whether there may be any red flags.

Interviews of potential workers will be conducted by a panel of workers who are familiar with child safe principles and will focus on determining a values-fit with the organisation, together with questions directed at how a potential worker would ensure a child-safe environment.

Staff induction, training, development and supervision

All workers receive a copy of the organisation's Child Safe Policy and Code of Conduct and are guided through the application of these policies and procedures throughout the staff induction process.

Continuous development, training and supervision, around child safety topics, is available for all workers. This includes mandatory and voluntary reporting and duty of care obligations, how to identify and minimise risks of child abuse, organisational policies and procedures relating to child safety, how to protect children with disability from abuse, and promoting the cultural safety of Aboriginal and Torres Strait Islander, LGBTQIA and CALD children.

New workers are supervised regularly to ensure they understand YFCC's commitment to child safety and that everyone has a role to play in protecting children from abuse, as well as checking that their behaviour towards children is safe and appropriate.

Working environment

As far as possible, given funding constraints, YFCC offices and buildings are designed to provide a safe environment for children and workers. This includes cameras installed in common areas, duress alarms, multiple workers being on sites, supervision of members of the public on sites and lines of visibility (eg windows in office doors).

Vehicles utilised to transport children have reverse dashcam cameras and location devices installed.

Online contact with children and young people is restricted to being only for the purposes of relevant service delivery needs (such as providing service information or updates or sending approved e-newsletters).

Tasmanian Child and Youth Safe Standards

Pursuant to legislation, YFCC is an entity which is required to comply with the 10 Tasmanian child and youth safe standards and the universal principle (an environment that ensures that the right to cultural safety of children who identify as Aboriginal or Torres Strait Islander is respected). The 10 standards are:

1. Child safety and wellbeing is embedded in organisational leadership, governance and culture
2. Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously.
3. Families and communities are informed and involved in promoting child safety and wellbeing.
4. Equity is upheld and diverse needs respected in policy and practice.
5. People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice
6. Processes to respond to complaints and concerns are child focused
7. Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.
8. Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.
9. Implementation of the child and youth safe standards is regularly reviewed and improved
10. Policies and Procedures document how the entity is safe for children and young people

YFCC undertakes a quality improvement process to ensure:

- we continue to meet the standards and the universal principle;
- that all workers are aware of the standards and universal principle; and
- that we continue to improve (continuous quality improvement).

Identifying and managing child abuse risks

YFCC takes seriously all concerns, complaints and allegations of abuse or harm or suspected abuse or harm, including grooming, against any child or young person have contact with in carrying out our duties.

YFCC has a Risk Management Plan which identifies organisation risks in protecting and keeping safe children, and controls in place to mitigate these risks.

YFCC has risk assessment and safety planning processes in place to assess risks to children and young people.

YFCC also works to ensure all children, families and workers know what to do and who to tell if they observe abuse or a victim, and if they notice inappropriate behaviour.

Workers are trained in protective factors to reduce the risk of abuse and ways to promote these protective factors in the context of the organisation.

Reporting, handling and investigating child abuse concerns, complaints and allegations involving YFCC Board members or workers

We all have a responsibility to report an allegation of abuse or harm if we have a reasonable belief that an incident took place.

If an adult has a **reasonable belief** that an incident has occurred, then they must report the incident. Factors contributing to reasonable belief may be:

- a child states they or someone they know has been abused (noting that sometimes the child may in fact be referring to themselves)
- behaviour consistent with that of an abuse victim is observed³
- someone else has raised a suspicion of abuse but is unwilling to report it

Reportable Conduct Scheme

YFCC is a relevant entity to which the Reportable Conduct Scheme applies. The Reportable Conduct Scheme is about ensuring reportable conduct is investigated properly, in a child-centred way.

Any person may disclose a reportable allegation or reportable conviction in relation to an adult worker to the Independent Regulator, however, pursuant to the Reportable Conduct Scheme, all leaders of YFCC have legal duty to report concerns of conduct related to child abuse involving an adult worker of the Organisation, and to conduct investigations. This is regardless of whether or not the alleged conduct occurred within the course of a worker's duties. If the person raising the reportable concern reasonably believes the conduct to have occurred, this is enough for it to be reported. It is not relevant whether the leader of the organisation also holds the reasonable belief.

Reportable conduct under the Reportable Conduct Scheme is broader than suspected criminal behaviour and includes:

- significant emotional or psychological harm
- significant neglect
- physical violence
- a sexual offence
- sexual misconduct

³ For example behaviour, please see [An Overview of the Victorian child safe standards](http://providers.dhhs.vic.gov.au/child-safe-standards)
<http://providers.dhhs.vic.gov.au/child-safe-standards>

- grooming
- relevant offences such as failing to report child abuse and female genital mutilation.

The Reportable Conduct Scheme requires:

- Reporting –
 - **Within three (3) business days** leaders must notify the Independent Regulator of reportable conduct in writing and provide –
 - That a reportable conduct allegation has been made, or that a reportable conviction recorded against a worker
 - The worker's name, and, if known, the date of birth
 - If the reportable allegation is suspected criminal behaviour and if Tasmania Police has been informed
 - The name, address and telephone number of the Organisation
 - The leader's name
- Investigation –
 - As soon as possible leaders must start an investigation (or get an independent investigator to do so)
- Update –
 - **Within 30 days leaders must provide** updated information to the Independent Regulator, including –
 - All the information they have, at that point, about the allegation or conviction
 - Whether any actions have been taken (for example, placing a limit on a worker's contact with children)
 - Any written submissions the worker involved has asked to be taken into consideration.
- Close off –
 - At the end of the investigation leaders must provide the following information to the Independent Regulator –
 - Findings of the investigation
 - Reasons for the findings
 - Details of any actions that have been taken as a result.

The Independent Regulator monitors compliance with the Child and Youth Safe Organisations Framework and has oversight of the Reportable Conduct scheme. The Independent Regulator will provide advice and guidance to leaders on how to conduct a reportable conduct investigation.

The contact details for the Office of the Independent Regulator are:

Email: contact@oir.tas.gov.au

Phone: 1800 754 728

All workers must fully cooperate with any internal or external investigation that takes place.

Allegations, complaints and investigations will be handled sensitively, in a timely manner, and with the safety of the child as the primary consideration.

Internal investigations will be conducted in accordance with the principles of natural and will remain confidential, save and except for legal disclosure and reporting

responsibilities. There may also be a need to interview other workers or witnesses as part of an investigation.

While an investigation is in progress, the worker against whom an allegation is made may be stood down until a decision is made about whether an offence has been committed. If the investigation concludes that an offence has been committed, or is likely to have been committed, disciplinary action will be taken proportionate to the severity of the offence.

Where a person is terminated from the organisation due to being found to have committed an offence, YFCC will notify relevant Authorities.

Reporting to Tasmania Police

In most cases, it may be necessary to report inappropriate behaviour to external authorities, including funding bodies and Tasmania Police.

Mandatory reporting obligations

YFCC acknowledges, and will also abide by, all legal mandatory reporting requirements in relation to children and young people as specified in the *Children, Young Persons and Their Families Act 1997* and any amendments made in relation to this Act.

Prescribed persons (who are often called 'mandatory reporters') have a special duty to inform Strong Families Safe Kids if they believe, suspect or know that a child has been or is being abused or neglected. Mandatory reporters may face penalties if they fail to notify in accordance with legislation.

All YFCC workers are mandatory reporters.

For mandatory reporting requirements see the YFCC Mandatory Reporting Policy.

Strong Families, Safe Kids Advice and Referral Line – 1800 000 123

Board reporting

Where there is a reasonable belief, the CEO or delegate for the CEO must report to the Board Chair, or Vice President if the President is not available, within 24 hours.

Voluntary reporting

Where there is not a legal requirement to make a report, which falls under the category of voluntary reporting of abuse or neglect, it is good practice to do so to reduce the risks to children of potential abuse or neglect.

If there is a reasonable belief that abuse, or neglect has occurred, YFCC encourages all adults to report any concern they may have.

The outcome of any investigations into allegations, complaints or incidents will be utilised by YFCC to improve service safety and prevent the likelihood of reoccurrence.

Other Supports

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Tasmania:

- For information about child wellbeing and safety, contact [Strong Families, Safe Kids Advice and Referral Line](#):
 - Phone: 1800 000 123
- For free and confidential support for people who have been affected by sexual violence, contact the Tasmanian Sexual Assault Support Line (24 hour response state-wide):
 - Phone: 1800 697 877
 - This line is run by the Sexual Assault Support Service in the South, and Laurel House in the North West.
- For information and support for children, young people and adults affected by family violence, contact [Family Violence Counselling and Support Service](#):
 - Phone: 1800 608 122
- For free and confidential support for people impacted by crime, contact [Victims of Crime Service](#):
 - Phone: 1300 300 238
- For support for relationships and to live positive lives, contact [Relationships Australia Tasmania](#):
 - Phone: 1300 364 277
- For culturally appropriate, trauma-informed legal and non-legal services and assistance to Aboriginal and Torres Strait Islander victims/survivors of family violence and sexual assault, contact [SIS](#).
 - Phone: 1800 747 827

National:

- For domestic, family, and sexual violence counselling and support, contact [1800RESPECT](#):
 - Phone: 1800 737 732
- For short-term support if you are feeling overwhelmed or having difficulty coping or staying safe, contact [Lifeline](#):
 - Phone: 13 11 14
- For free professional phone and online counselling for anyone affected by suicide living in Australia, contact [Suicide Call Back Service](#):
 - Phone: 1300 659 467
- For information and support for anxiety, depression and suicide prevention for everyone in Australia, contact [Beyond Blue](#):
 - Phone: 1300 224 636
- For information and support for anyone who is affected by complex trauma, contact [Blue Knot Foundation](#):
 - Phone: 1300 657 380
- For counselling and support for Australian men, contact [MensLine Australia](#):
 - Phone: 1300 789 978
- For advice for men about family violence, contact [Men's Referral Service](#):
 - Phone: 1300 766 491
- For free 24/7, confidential and private counselling service specifically for children and young people aged 5 to 25 years, contact [Kids Helpline](#):
 - Phone: 1800 55 1800

Responsibility

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It shall be the responsibility of the Board of Governance, CEO, Managers, Team Leaders and the Coordinator to ensure that the requirements of this policy are complied with. This policy and procedures shall be reviewed in accordance with YFCC's Continuous Quality Improvement System to ensure that it continues to comply with relevant state or federal legislation or regulation.

Risk Management

All workers and Board of Governance Members are made aware of this policy and changes to it as a result of any review process. Workers are provided with ongoing support and/or training to assist them to effectively understand, utilise and adhere to this policy at all times.

Breach of Policy

YFCC has mechanisms in place to ensure that policy compliance is regularly monitored. Breaches of this Policy may lead to disciplinary action. In serious cases this may include termination of employment. Agents and contractors (including sub-contractors and temporary contractors) may have their contracts with the YFCC terminated or not renewed.

Review of Policy

This policy is reviewed in consultation with all workers and relevant stakeholders, in accordance with YFCC's quality improvement systems and/or relevant legislative changes. The policy is approved by the Board of Governance and is available to all workers via the *Shared* folder on the staff Intranet.

Legislation

Child and Youth Safe Organisations Act 2023 (TAS)
Children, Young Persons and Their Families Act 1997 (TAS)
Children Legislation Amendment (Reportable Conduct) Act 2017
Family Law Act 1975 (Commonwealth)
Justice Legislation Amendment (Organisational Liability for Child Abuse) Act 2019

Related documents

YFCC Child Safe Code of Conduct
YFCC Code of Conduct and Professional Ethics
YFCC Anti -Discrimination Policy
YFCC Client Rights and Responsibilities Policy
YFC Clients Under 16 Policy
YFCC Confidentiality and Privacy Policy
YFCC Duty of Care Policy
YFCC Grievance Procedure
YFCC Incidents and Critical Incidents Policy
YFCC Mandatory Reporting Policy
YFCC Media and Crisis Communications policy
YFCC Risk Management Policy
YFCC Staff Induction Policy
YFCC Staff Recruitment and Selection Policy
YFCC Staff Training and Development Policy
YFCC Whistle-blower Policy
YFCC Working with Interpreters Policy

YFCC Working with Vulnerable People Policy

National Principles for Child Safe Organisations

Tasmanian Child and Youth Safe Framework

Tasmanian Government Child and Youth Wellbeing Framework

Health and Community Service Standards (7th edition)

- Standard 1.1: Strategy and Planning: Organisational Values
- Standard 1.2: Organisational Accountability: Governing Body Code of Ethics and Conduct
- Standard 1.7: Legal & Regulatory Compliance
- Standard 2.2: Human Resources: Staff Recruitment
- Standard 2.5: Assets and Physical Resources: Client Safety
- Standard 2.6: Work Health and Safety
- Standard 4.1: Ensuring Cultural Safety and Diversity
- Standard 5.2: Focusing on Positive Outcomes: Service Access and Clients Rights

National Standards for Mental Health Services 2010

- Standard 1: Rights and Responsibilities: Clients rights
- Standard 2: Safety: Client Safety

National Principles for Child Safe Organisations

- Principle 1: Child safety is embedded in organisational leadership, governance and culture: Child Safety and Wellbeing – Governance
- Principle 2: Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously: Children's Rights and Involvement in Decision Making
- Principle 3: Families and communities are informed and involved promoting child safety and wellbeing: Family and Community Involvement
- Principle 4: Equity is upheld and diverse needs respected in policy and practice: Equity and Diversity
- Principle 5: People working with children are suitable and supported to reflect child safety and wellbeing values in practice: Recruitment and Management of Staff and Volunteers
- Principle 6: Processes to respond to complaints and concerns are child focused: Complaints and Concerns
- Principle 7: Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training: Ongoing Education and Training
- Principle 8: Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed: Safe Physical and Online Environments
- Principle 10: Policies and procedures document how the organisation is safe for children and young people: Child Safe Policies and Procedures

TAS – Child and Youth Safe Standards

- Standard 1: Child safety and wellbeing is embedded in organisational leadership, governance and culture: Child Safety and Wellbeing – Governance
- Standard 2: Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously: Children's Rights and Involvement in Decision Making
- Standard 3: Families, carers, and communities are informed and involved in promoting child safety and wellbeing: Family and Community Involvement

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- Standard 4: Equity is upheld and diverse needs respected in policy and practice: Equity and Diversity
- Standard 5: People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice: Recruitment and Management of Staff and Volunteers
- Standard 6: Processes to respond to complaints and concerns are child focused: Complaints and Concerns
- Standard 7: Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training: Ongoing Education and Training
- Standard 8: Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed: Safe Physical and Online Environments
- Standard 10: Policies and procedures document how the organisation is safe for children and young people: Child Safe Policies and Procedures
- Universal Principle: Aboriginal Cultural Safety (Applies across all 10 Standards)

References

<https://www.justice.tas.gov.au/carcru/child-and-youth-safe-organisations-framework>

BNG NGO Services Online – Child Safe Policy

BNG NGO Services Online - Child Safe Code of Conduct

<https://spp.ngoservicesonline.com.au>

Victorian Government's Child Safe Standards Toolkit Resource 2 - Child Safe Policy and Statement of Commitment

Victorian Government's Child Safe Standards Toolkit Resources 3 - Code of Conduct
childsafestandards@dhhs.vic.gov.au

World Health Organization (2016), *Child abuse and neglect by parents and other caregivers*.

Our Community (2018) *Child Protection Policy*:

<https://www.communitydirectors.com.au/files/policybank/ChildProtectionPolicy2018-02.doc>